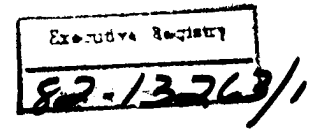**SECRET**

The Director of Central Intelligence

Washington. D. C. 20505

3 DEC 1982

MEMORANDUM FOR: 25X1

Chairman, Exceptional Intelligence
Analyst Selection Committee

SUBJECT: 1983 DCI Exceptional Intelligence Analyst Program

1. I am writing to advise you of several changes which I propose to make
to the Exceptional Intelligence Analyst Program in an effort to advance its
objectives more effectively. These changes are prompted by two concerns which
I have in the way the program is perceived by managers and analysts alike. On
the one hand, too many of the applications appear to describe little more than
a standard academic training program, or to consist of projects that require
only time and available office space. My second concern is that the program
has not provided tangible returns to the analyst in the form of recognition
and career opportunities that would encourage many of the best ones to
participate. (U)

2. In an attempt to address these shortfalls, I propose that the
following changes be made:

   a. The final reports completed each year will be reviewed by the
   current Selection Committee, and the best one or two will be
   presented by the author to the NFIB;

   b. Members of each completing class will be screened by the
   Director, National Intelligence Council for consideration for
   appointment as an ANIO when appropriate positions become
   available; and,

   c. Each candidate's assignments and performance will be
   monitored on my behalf and highlighted to me for the first
   five years after his/her return to normal duties. (U)

3. In keeping with the spirit of these initiatives, I have instructed
the Office of Planning, Intelligence Community Staff, to collect as many
project reports from the 1980 class as come available over the next few
months. At that time, I will ask you to reassemble your selection committee
to review the projects for presentation to the NFIB. (U)

/s/ William J. Casey

William J. Casey

25X1

SUBJECT: 1983 DCI Exceptional Intelligence Analyst Program

Distribution (DCI/ICS 82-4302):
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The Director of Central Intelligence

Washington, D.C. 20505

MEMORANDUM FOR: 25X1

Chairman, Exceptional Intelligence
Analyst Selection Committee

SUBJECT: 1983 DCI Exceptional Intelligence Analyst Program Candidates

1. I reviewed with great pleasure the projects of those candidates which
you and your Committee selected for participation in the 1983 DCI Exceptional
Intelligence Analyst Program. The projects show promise for contributing both
to the development of the individual analysts and to the level of competence
in the analytical community in general. I look forward to meeting each
candidate at the awards ceremony. (U)

2. I have several suggestions to make with respect to a number of the
projects. Two, I believe, should not be supported by this program.   25X1
_____ proposed project does not appear to be so much an analytical 25X1
problem as an operational one; it is an important project, however, and I
recommend that it be funded as an NSA line item. The second project is that

                                                                                                    25X1

                                                                        I do not propose an
additional program be substituted for these two deletions.   25X1

3. Finally, I should like to suggest the following changes to several of
the remaining programs. These include:

                                                                                                    25X1

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4.   Apart from the selection of this year's winning candidates, I have been considering some changes to the overall program which I will address in a separate memorandum. Once again, I should like to thank you and your committee for your efforts on behalf of my interest in quality analysis. (U)

/s/ William J. Casey

William J. Casey

SUBJECT: 1983 Exceptional Intelligence Analyst Program Candidates

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DCI/ICS/OP[   ](23 November 1982)   STAT

DCI/ICS 82-4300
23 November 1982

MEMORANDUM FOR: Director of Central Intelligence

THROUGH: Deputy Director of Central Intelligence
Director, Intelligence Community Staff

FROM: [   ]   25X1
Director, Office of Planning, ICS

SUBJECT: 1983 DCI Exceptional Intelligence Analyst Program

1. A selection committee composed of [   ] NSA, Chairman;   25X1
Richard Kerr, CIA; [   ] DIA; and Natale Bellocchi, INR, met on
29 October to review this year's applications for the subject program. The   25X1
Committee chose eleven candidates from among 26 applicants representing a
reasonably good cross section of the Intelligence Community production offices
(Tab A). The two-year estimated cost for the eleven-candidate program
approved by the Selection Committee would be [   ] according to   25X1
preliminary figures. (S)

2. We have prepared two memoranda to the Selection Committee for your
signature. The first (Tab B) thanks the Committee for its efforts, and
accepts its recommendations with two exceptions. [   ]   25X1

[   ] We recommend that these two proposals be dropped and that no
projects be substituted in their place. We also recommend some changes
(improvements) to a number of the winning proposals which we believe will
increase their value both to the analysts and their respective agencies. (S)

3. The second memorandum (Tab C) is prompted by our concern that the
Exceptional Intelligence Analyst Program is not realizing its objectives of
recognizing and rewarding exceptional analytical talent. In order to endow
the program with an element of uniqueness to separate it from the more
conventional and traditional training opportunities, we recommend that you

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approve the changes outlined in that memorandum. The recognition and career opportunities which these changes should bring to the exceptional analysts will provide tangible evidence of your determination to reward analytic excellence. (U)

    4. We believe the actions taken with respect to the candidates chosen by the Selection Committee and the programmatic changes we have suggested will raise the meaning of participation in this program to a level more appropriate to your stated objectives of improving the quality of analysis throughout the Community. (U)

25X1

Attachments: a/s

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SUBJECT: 1983 DCI Exceptional Intelligence Analyst Program

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